



Department of

Human Resource Management

The Governor's Award for Excellence

The State of Utah Manager and Employee of the Year awards have merged. DHRM, in partnership with the Governor's Office of Planning and Budget, Utah Certified Public Managers Society and Utah Public Employees Association, is pleased to announce their support of the Governor's Awards for Excellence. The awards will recognize an individual, or group of individuals who embody the essence of excellence.

Award Categories

Heroism

Humanitarianism

Innovation and Efficiency

Leadership

Outstanding Public Service



Department of

Human Resource Management

Criteria for The Governor's Award for Excellence in Heroism

This award recognizes individuals or teams that have shown extraordinary courage, resourcefulness, and self sacrifice

- A clear demonstration of a voluntary response to disaster where the person risked his/her safety or well being for the well being of others; or
- An act of service that demonstrated exceptional character and reflected an uncommon concern for the safety and well being of others.



Criteria for The Governor's Award for Excellence in Humanitarianism

This award recognizes an individual or group that has shown respect and dignity to all people, regardless of factors of race, socioeconomic status or culture

- Clearly demonstrated a voluntary commitment to selflessly promote human welfare and worked toward the advancement of humanity as a whole, demonstrating a spirit of sensitivity and awareness.
- Championed the cause of equal opportunity and independence for a person or population of people who are disabled or disadvantaged.
- Devoted benevolent and humanitarian service to the community at large and demonstrated a sustained record of successful advocacy.



Criteria for The Governor's Award for Excellence in Innovation and Efficiency

This award recognizes individuals or a group of individuals who fostered innovation, demonstrated new thinking and generated leading edge programs, policies or processes

- Developed and implemented practices or plans that have revolutionized processes and created a new dimension of performance among work-groups and/or
- Introduced a new technology or distribution development or paradigm business model that produces measurable improvement and efficiency within the organization;
- Showed a prudent use of state resources and exercised economic efficiency;
- Demonstrated a concern for taxpayer dollars and has developed and implemented a plan for cost reductions or revenue enhancements that has achieved measurable results.



Department of

Human Resource Management

Criteria for The Governor's Award for Excellence in Leadership

This award recognizes individuals or a group of individuals who incorporate innovative strategies that hold principles of leadership development central to the way the organization functions and encourages collaboration within the community it serves.

- Demonstrated courageous and wise personal and or professional judgment in inclusively balancing results, rules, character and context in the formulation and implementation of policies and best practices when dealing with conflicting values and priorities.
- Demonstrated a moral commitment to principled integrity, and demonstrated that commitment in individual and collective work performance.
- Inspired a shared vision among workgroups, lead by example and displayed exceptional problem solving skills and continuously strove to improve work processes.
- Dramatically improved a work program, policy, or process by exhibiting an unwillingness to work with the status quo.
- Expanded the capacity of others by fostering collaboration with others within their immediate workgroup as well as across office/agency boundaries.



Criteria for The Governor's Award for Excellence in Outstanding Public Service

This award recognizes an individual or group who makes outstanding contributions and whose accomplishments can be viewed as models of public service within and outside the work environment

- Individuals or groups who exhibited the highest standards of excellence, dedication, and accomplishment over a sustained period of time and who are creative and highly skilled career managers at all levels of the public service
- Used creativity and resourcefulness to devise workable, cost effective programs, or processes to better the community in which they live or serve
- An individual who throughout his/her career has, in a collaborative and sustained manner, made a difference in the larger community



Department of
Human Resource Management

Criteria for The Governor's Award for Excellence

Qualifications:

- Any State of Utah executive branch employee, manager, or team is eligible to be nominated for an award.
- An employee may be nominated for multiple categories, but is not eligible for more than one award in the same calendar year.
- Achievement or accomplishment must have taken place within the nomination year.

Who may nominate:

Any employee, co-worker, supervisor or citizen may nominate for this award by completing and submitting a nomination form by the deadline to the agency human resource office.



Department of
Human Resource Management

Criteria for The Governor's Award for Excellence

Nomination year is January through December 2008

While the commitment to excellence may be over a prolonged period of time, there must be a tangible achievement or accomplishment within the nomination year.

For every award, eligibility and recognition are intended for achieving results, not for planned activity or excellence in current activities. In addition, in the spirit of the collaborative essence of public sector employment, leadership in addressing issues collaboratively with other entities is a plus in the selection of honorees. Please note that where "achievement" or "achievements" are cited, we are seeking information on results achieved, not 'positions held.' Citing 'positions held' is welcome but "achievements" is intended in this 'results' context. Also note that for the purposes of these awards "collaboration" is defined as cooperative and joint efforts among multiple entities (more than two) over a sustained period to achieve results greater than the entities could achieve individually.



Department of
Human Resource Management

Criteria for The Governor's Award for Excellence

An effective nomination will denote in two typewritten pages or less the professional and/or civic involvement histories of the nominee or group of nominees. Specifically, please provide examples of initiatives or activities in which the individual, or group of individuals, have:

- Demonstrated sustained leadership or commitment relative to increasing the quality of the services which the agency provides to internal or external customers;

And / or:

- Demonstrated exceptional leadership, courage, or commitment beyond the ordinary boundaries of his/her organization and/or assignments;

And / or:

- Engaged other teams, groups, organizations or officials to achieve significant change or progress relative to furthering the mission of the agency and/or increasing the quality of services, conditions, or policies that serve the citizens of Utah.